



a **GK Technologies** subsidiary

JANUARY, 1982

LOG

A Message from the President



1981 has proven to be a particularly challenging year for Sprague Electric. Following relatively strong growth the first half of the year, the U.S. economy slipped into a recession which is ex-

pected to last at least into the second quarter of 1982. We are all aware of the many ramifications of the recession which include a disastrous year for the U.S. automobile industry, a severe slump in housing starts, and rising unemployment. In addition, the economies of Western Europe, a major marketplace for our Company, have been depressed all year.

Despite the above, on an overall basis 1981 has been a good year for Sprague Electric, with record sales and solid profits. And a number of very specific good things have happened including, to mention just a few, the following. The Solid Tantalum operations continued their excellent growth, gaining market share and undertaking a new plant expansion to be opened in San Antonio, Texas in 1982. Excellent progress was made in Aluminum Foil technology with new production machines planned for 1982-1983. The Stacked Film Capacitor program in Barre, Vermont, began full production. Running counter to the rest

of the semiconductor industry, our Integrated Circuit operation in Worcester enjoyed record sales. We opened our first sales office in Japan and, in Europe, we consolidated our Aluminum Capacitor operations in a single plant in Galashiels, Scotland. We all have much to be proud of for the accomplishments of 1981.

As we face the challenges of the future, an uncertain world economy, high interest rates, and increasingly competent world-wide competition, we should also take pride in knowing our Company is well positioned to meet these challenges and that the electronic components market will continue to be one of dramatic growth in the 1980s and beyond. I look forward to working and sharing with you the opportunities this growth represents for all of us.

John J. Sprague

ANNUAL MARKETING AND SALES FORECAST MEETING

More than 170 Sales and Marketing personnel were in attendance at the company's Annual Marketing and Sales Forecast Meeting at Marriott's Lincolnshire Resort in Lincolnshire, Illinois, 45 minutes from O'Hare Airport. In attendance was substantially the entire U.S. sales force from Sprague Electric's 21 district sales offices and 13 O.E.M. sales representatives in the United States, as well as key sales personnel from Sprague World Trade Corporation headquarters in Geneva, Switzerland; France; and England. In addition, there were representatives from Sprague World Trade Far Eastern headquarters in Hong Kong and from Sprague Japan K.K. Key personnel from Sprague Products Company Distributors' Division were also in attendance at the 4½-day conclave.

"Once a year we get together to learn about new products being introduced and overall marketing plans and review our business forecasts," according to Carroll G. Killen, Senior Vice President, Marketing and Sales. "Another important accomplishment of the meeting is to exchange information on multi-plant national customers and transnational customers." "Small mini-meetings concerning key customers have proven very helpful each evening following the main daytime sessions," Mr. Killen said.



Archie Suzuki, Managing Director of Sprague Japan K.K., left; Didier Franc, Vice President, Sales of Sprague World Trade Corporation in Geneva; and Dick Lee, Sales Manager of Sprague World Trade Corporation—Eastern Branch, Hong Kong review a mutual problem.



Herbert Van Hassel, heading the Burroughs team, listens to Didier Franc of Sprague World Trade discussing product forecast during an evening mini-meeting. Looking on is Alan Warshower of Argentina, Field Sales Manager of Sprague International, Ltd.; Edward A. Brogden, Southern New Jersey Sales Office; Peter A. Lawson, Connecticut Sales Office; and Paul S. Beattie of the solid tantalum capacitor plant at Sanford, Maine.

Continued on page 2

WORCESTER EMPLOYEE RECOGNITION PROGRAM

Last year, the Worcester Plant instituted an Employee Recognition Program to recognize outstanding employees for their contributions to the plant operations and their communities. In this way, we are able to recognize those employees who make it happen, who contribute to the success of the plant and make a special effort to be a good neighbor and help make our plant a pleasant place to work.

Each month representatives submit names of their employees or fellow employees to the Recognition Committee, stating reasons for their selection, and the committee selects one hourly and one salary employee to be honored. A photograph of the employee and an article written by the committee is then displayed on the cafeteria bulletin board for all employees to see.

The program provides the plant the opportunity to express its appreciation to those employees selected and to make them aware that they truly "make a difference."

We congratulate our 1981 recipients. They were:

Harriet Michaels
Charles Fullam
Gunnar Robertson
William Hakkila
Mary Trainor
Paul Bergquist
Dorothy Dean
Thomas Skonieczny
Cathleen Makowski
Ronald Stewart
Donald Corkum
Georgia Putnam
Oliver Richards
Edward Skowronski
Thelma Denio
James Mayrand
Henry Charest

SPRAGUE ELECTRIC LOG ISSUE 1, 1982

Norma M. Hays, Editor

Associate Editors:

Robert M. Arena, Sanford
David C. Cates, Visalia,
Los Angeles
Robert J. Diodati, North Adams
Michael Gagne, Nashua
McDaniel Harless, Hillsville
Stephen D. Holland, Concord
Marion H. Manion, North Adams
Elaine McDonald, Sanford
Stuart A. Sutherland, Orlando
Grant Taylor, Barre
Fred T. Thompson, North Adams
Thomas D. Vangel, Worcester,
Micro Tech
Hugh H. van Zelm, Jr., Annapolis
Junction
Clayton D. Weaver, Lansing
W. E. Williams III, Clinton
Albert L. Zigler, Jr., Wichita Falls,
Brownsville

Paul F. Sprague — Photographer

FORECAST MEETING (continued)



Numbers Crunch—Reviewing sales forecast figures are Edward C. Geissler, left; National Marketing Manager; Dr. John L. Sprague, center, President; and Carroll G. Killen, right, Senior Vice President, Marketing and Sales.



Joseph P. Coughlin, National Sales Manager, left, and Bernard (Barney) J. Shine, President, Sprague Products Company Distributors' Division, check out the details of an announcement which Mr. Shine was about to make at the meeting.

NORTH ADAMS QUALITY CIRCLE LEADER TRAINING

The second training session for Quality Circle leaders was held at the Marshall Street Building 9 conference room on November 30, December 1, 2 and 3, for seven Sprague Electric employees along with two Hoosac Valley High School teachers. The four day Quality Circle Basic training seminar was instructed by Facilitator Bob McDonough.

Three employees, Gene Lambert, Cliff Seddon and Gene Harreck from Sprague Electric Concord division participated along with Sandy Haley, Dave Dorwin,

Bob Sunn, Russ Yarter and Rick Robinson from Brown Street. Representing Hoosac Valley High School were Vincent Melito and Frank McLaren.

Leaders were taught the basic fundamentals of Quality Circles such as Introduction to Q Circles, Brainstorming, Cause and Effect Diagrams, Pareto Diagrams, Histograms, Graphs, Group Simulations and Management Presentations. On the completion of the course, all of the new leaders were presented diplomas.

QUALITY CIRCLE LEADER TRAINING GROUP



Back Row, left to right: Frank McLaren, Robert Sunn, Eugene Harreck, Eugene Lambert, Richard Robinson. Front Row, left to right: Clifford Seddon, Vincent Melito, Sandra Haley, Robert McDonough. Missing when picture was taken were David Dorwin and Russell Yarter.

ELECTRICAL VENDOR OF THE YEAR

The Sanford, Maine plant of Sprague Electric Company has been honored as "Electrical Vendor of the Year" by E-Systems Communications Manufacturing Division of St. Petersburg.

Sprague Electric provides solid tantalum capacitors utilized by CMD in the production of AN/WSC-3 shipboard communications terminals for the U.S. Navy and allied nations.

An award presented to Sprague Elec-

tric at a luncheon in St. Petersburg, Fla. cited the company's "outstanding performance in delivering solid tantalum capacitors . . . in an extremely shortened leadtime while maintaining a 100 percent quality rating."

The citation added that "critical manufacturing startup operations were maintained at CMD due to the special efforts and support by Sprague Electric Company."



Pictured at award ceremony are from left, Robert K. Marlowe, Sprague Electric's general marketing manager for solid tantalum products; Thomas P. Giles, Florida sales representative; Arthur J. Christopher, Eastern Regional sales manager; Peter W. Maden, general manager for solid tantalum products; Thomas F. Kevin, senior buyer for the Communications Manufacturing Division; and Gordon R. Anderson, general manager, Communications Manufacturing Division.



Annapolis Junction employees enjoy the annual Christmas party.



D. Miller, D. Brouilourd, A. Snodgrass and C. McAdams serenade the audience with carols at the Annapolis Junction Christmas party.

GREAT AMERICAN SMOKEOUT

150 Sprague-Sanford employees participated in the November 19th, "Great American Smokeout," a nation-wide quit-smoking campaign sponsored by the American Cancer Society.

Sprague-Sanford smokers who pledged to kick the habit for 24 hours and non-smokers who pledged to support a smoker in keeping that pledge were eligible for a turkey raffle.

Pictured are two of 12 winners, Bok Cho of Axial testing and Ellen Woodsome of Deposition.



Bok Cho and Ellen Woodsome display banner announcing the "Great American Smokeout"

JUNIOR ACHIEVEMENT PROGRAM

Ask any businessman what he thinks of those young people who are entering the job market and he'll probably tell you that most don't understand the face enterprise system, how capital is raised, or marketing and sales methods. But thanks to some Sprague Barre employees and the national Junior Achievement program that will not be the case in Central Vt.

Junior Achievement (JA) is the nation's oldest youth economic education program. It teaches high school students the principles of the American face enterprise system by helping them run their own small businesses. These are actual businesses formed and run by the students who sell stock to raise capital, manufacture and sell the product, and pay dividends to stockholders (hopefully!).

Each JA company is guided by a team of advisors who meet with the students one evening a week. One of the JA companies formed in the Barre area is being advised by Sprague employees John Greskamp, Engineering Manager; Carlyle Pierce, Production Foreman; and Dave Sutton, QAR Department Leader. As JA advisors they are being exposed to all the elements (Accounting, Personnel, Production, Sales) that make up a successful business. Thus they will be benefiting from the same management training they're giving the Junior Achievers.

Junior Achievement, where youth learns the business of business, is a reality in central Vermont. Thanks in part to support from the Barre plant. In a future issue we'll let you know just how successful the Barre supported program is.

CONCORD EMPLOYEE SAVES LIFE

Last October, David Ayoub was having dinner when a life and death situation developed near him. Pearl Swietlowicz had a piece of meat lodged in her throat blocking the passage of air to her lungs. As soon as the seriousness of Pearl's plight was realized, David took charge of the situation. He sent someone for assistance and immediately applied the Heimlich method to Pearl. This dislodged the trapped food and allowed Pearl to begin breathing again. By the time the Fire Department Paramedics arrived everything was nearly back to normal. The Paramedics complimented Dave on his professional way of handling the event and stated that his quick response probably saved Pearl's life. Dave has never had any first aid training but said he learned of the Heimlich method from watching TV. David's only response to the whole thing was that Pearl needed help.



COLLEGE SENIOR SERVES INTERNSHIP AT NORTH ADAMS

North Adams State College senior Connie Lavery, of Foxboro, Mass., has been serving an internship in the North Adams Industrial Relations Department during the Fall semester. While at Sprague Electric she has had the opportunity to participate and review the functions of both the local and corporate Industrial Relations activities. Connie is particularly interested in recruiting and in interviewing and notes that "the 'hands-on' experience has enabled her to have a much better understanding of industry in general and personnel activities in particular."

Under the internship program, students choose an area of interest in industry, banking, social services, municipal government or medicine. Their on the job training allows them to gain both practical experience and a personal awareness in the career field they hope to pursue following the completion of their studies. The program is limited to juniors and seniors and has strong support from a number of local business firms and agencies. Other students complete their internships in their home areas either during the school term or during summer vacation. Upon completion of the program, the students earn credits toward their degrees.

While participating in the internship, the student is required to regularly submit papers or log entries relative to the learning experience. Also included in the program are research reports and meetings with the course instructor. Last year, Louise Herrick, of North Adams State, participated in a similar internship in Industrial Relations.



Connie Lavery, North Adams State College Senior and Walter Wood, North Adams Assistant Industrial Relations Manager

PODOLSKY RECEIVES SERVICE AWARD

The Electronic Industries Association honored Dr. Leon Podolsky for his fifty years of continuous active service to the Association through participation in its numerous engineering and standardization groups. Presentation of this unique award was made at the Association's Annual Awards Luncheon held in conjunction with EIA's 57th Annual Conference in San Francisco in October.

Dr. Podolsky was a member of the first EIA standards committee that met on May 21, 1931, to develop a standard on how to color code resistance values and mark resistors with the new color code. Still in existence today, this standard is considered a landmark document for the electronics industry.

Since that time, Dr. Podolsky has served as chairman of numerous EIA engineering committees and the Association's International Standards Committee from 1966-72.

He has received many honors during this 50-year span of service, including the 1971 EIA Engineering Award of Excellence and the 1974 EIA Distinguished Service Award.

Dr. Podolsky has been connected with Sprague since 1938 when he came to North Adams as a Research & Development Engineer. He was named Manager of Field Engineering in 1946 and became Technical Assistant to the President in 1952. Following retirement in 1967, he became an Industrial Consultant and has included the Sprague Electric Company as one of his clients since that time. He

was encouraged in his international standards work by Robert C. Sprague, then Chairman of the Board, and has continued to be associated with Sprague in this area until the present time, serving as a consultant to Neal W. Welch, Chairman of the Board and Chairman of the Executive Committee.

THE SANTA FUND — A 24-YEAR TRADITION

It was back in 1957 when some members of the Sprague Management group first decided to try to do something to make Christmas a happier time for some of the area's needy children. Spearheading the drive were Robert E. Armitage and Philip Talarico who served as co-chairmen. The first year's drive resulted in a collection of \$550.38 and gifts were distributed to several hundred children. It was the start of a yearly tradition that would involve the whole community.

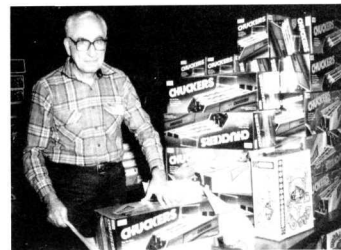
Hearing of the proposed Santa Fund, James A. Hardman, Jr., former Editor and Publisher of the Transcript, contacted our group and suggested a combination of Sprague and the Transcript. It has proven to be a winning combination to make Christmas a happier occasion for the needy children of Northern Berkshire. The first drive included a request for used toys but this idea was phased out after a few years.

Many Sprague and Transcript employees have been involved with the Santa Fund since its inception, but no history would be complete without a word of praise for Rita Chenail who was "Mrs. Santa Claus" for many years and is still active with the Fund even though she is retired.

This year's campaign was a tremendous success and raised over \$15,000. Toys and gift certificates were distributed to over 1100 children.

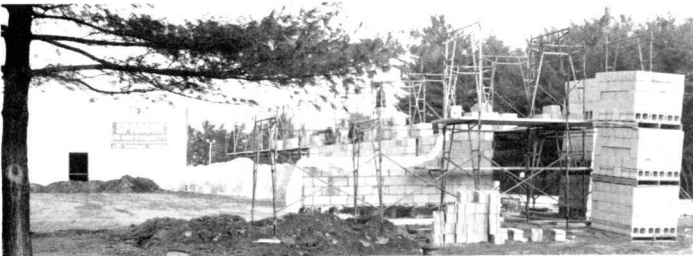


Harold "Kit" Carson, Sprague retiree and Rita Chenail, former co-chairman of the Santa Fund for many years, are shown wrapping gifts for the children.



Mark Markarian, Sprague retiree, who heads committee for wrapping for the Santa Fund

SANFORD EXPANSION



Construction of a two-story, 19,000 sq. ft. addition at Sprague-Sanford marks the 6th expansion to the facility since the Company located in Sanford in 1965. The addition gives Sanford approximately 150,000 sq. ft. where a team of 1300 employees manufacture Sprague Electric Company's solid tantalum capacitors.

NORTH ADAMS TRAINING SESSIONS

North Adams has been conducting training sessions for middle management and first line supervisors to assist them in dealing with job performance problems.

The program is designed to develop an awareness of the Company policies and procedures concerning employees with job performance problems resulting from alcoholism or other medical/behavioral conditions. Other objectives of the program seek to enhance the skills of management in executing the policies and procedures, educate management about alcoholism and the early warning signs in terms of employee relations, and increase referrals to the program by

management personnel. Hopefully, the program will reach approximately 100 management personnel in the above categories and meetings in groups of 20 or less are held.

James L. Bishop of Enfield, CT is the Employee Assistance Program Coordinator and Consultant. Mr. Bishop has been consulting and counseling employees in North Adams since February 1973. Mr. Bishop and Robert J. Diodati, North Adams Industrial Relations Manager, set up the present alcoholism assistance program at that time. Approximately 75 people have gone through the program since 1973 and the recovery rate has been between 70-80%.



Robert J. Diodati and James L. Bishop are shown with participants in training session.

HOLMES JOINS SPRAGUE EUROPE G.I.E.

Robert D. Holmes will join the Sprague Europe G.I.E. staff as Manufacturing Operations Controller—Europe as of January 1, 1982.

Mr. Holmes is a graduate of North Adams State College with a B.S. degree in Business Administration. He has been employed by Sprague Electric since 1973 in various capacities. He has been a Corporate Cost Standards Coordinator and Division Accountant for Aluminum Electrolytic Operations and most recently Division Controller at Aluminum Electrolytic Operations headquarters in

Clinton, Tenn.

Mr. Holmes' duties in his new position will include assisting European manufacturing operations in the cost area, helping to control and track capital expenditures and general overall projects relating to cost control.

THOMAS A. YASEWICZ APPOINTED PRODUCT MANAGER

Thomas (Tom) A. Yasewicz has been appointed Product Manager for the Hall Effect Device (HED) integrated circuit family, one of the product segments of our Concord, N.H. semiconductor operations.

Six successive years of Hall Effect sales growth warrant Tom's resource management skills and quality and reliability experience.

In his new, full-time capacity, Tom's responsibilities will include marketing, engineering, and production planning for these magnetically actuated integrated circuits.

Until a replacement is appointed, Tom will also continue as Acting QAR Manager for all Concord, N.H. Semiconductor components.

OSCAR N. MICHAUD NAMED DIVISION QAR MANAGER

Oscar N. Michaud has been named Division QAR Manager for Solid Tantalums and Nashua. He comes to Sprague Electric from Analog Devices, Inc. in Norwood, Massachusetts where he held the position of Manager Quality Assurance-System Components Division and, most recently, Manager Quality Assurance, Measurement and Control Products Division. Previous positions included Manager Inspections Operations, Senior Quality Control Engineer, QA Project Representative and Senior Quality Specialist with Analog Devices, RCA, Sylvania and Raytheon.

After serving in the Air Force during 1952-1956, Mr. Michaud began his extensive QAR career as a Test Technician for the Laboratory for Electronics in Boston. In 1966 he earned a B.S. in Industrial Technology from Northeastern University. Mr. Michaud has been active in the Boston Section of the American Society for Quality Control for many years. He and his family will be establishing their residence in the Sanford, Maine area.

DONALD B. MESICK PROMOTED TO NEW POSITION

Donald B. Mesick has been promoted to the new position of Manager Corporate Quality Systems. He will continue his previous Corporate Reliability Engineering function and responsibility for overseeing operation of Northern Berkshire Manufacturing Company. Additionally, he will now assume new responsibility for managing the Corporate Packaging and Corporate Specification Control and Distribution groups. Mr. Mesick's new position also recognizes his recent appointment as Program Manager Statistical Quality Control Programs for the Company.

After a stint at General Electric, Hudson Falls, N.Y., Mr. Mesick joined Sprague at Brown Street in 1961. Following several engineering assignments he became Manager of Product Engineering for all North Adams operations in 1966. In 1978 he was appointed Corporate Reliability Engineer, the position he has held until the present. Mr. Mesick holds a B.A. in Mathematics from Amherst College.

RECENT PROMOTIONS



LOG

BULK RATE
U. S. POSTAGE
PAID
North Adams, Mass.
Permit No. 94



Alice M. Buckless has been promoted to Buyer at the Worcester Integrated Circuit Facility. Alice had been a secretary in the purchasing department prior to her recent promotion.

Alice joined Sprague in 1973 as a batch process operator and moved into purchasing through our job posting system. Alice is married to Kenneth Buckless who is also employed at Sprague Worcester in the maintenance department.



Harold J. Stengl has been named distribution center operations manager of the Sprague Products Division of Sprague Electric Company. He takes over the position formerly held by Najib T. "Pat" Davis who has retired.

He will be responsible for the division's packaging, warehousing, modification center, and shipping operations.

NEW CONTROLLER AT CLINTON

Ronald W. Jakes has joined the Aluminum Electrolytic Operations in Clinton, Tennessee as Division Controller. He succeeds Robert D. Holmes who is moving to a new position for Sprague Europe G.I.E. in Ferney-Voltaire, France.

Mr. Jakes graduated from Brown University, Providence, Rhode Island with an A.B. degree in Economics. He earned his M.B.A. in Accounting with honors from the Cornell University School of Business Administration. He became a Certified Public Accountant prior to joining Sprague Electric in 1969 as Operations Controller—Passive Components.

During his tenure in North Adams, Ron has not only served Passive Components, but has recently served as Chairman of the Planning Guidance Committee.

SAFETY INVOLVES EVERYONE

The Corporate Safety Committee consists of representatives from Operations, Industrial Relations, Research and Development, and other corporate services. The group was formed originally in October of 1977, and its objective is to ensure that all Sprague Electric locations provide a safe and healthy working environment for all employees. The group meets on a periodic basis to monitor the progress of safety efforts throughout the corporation, to consider new means of achieving safe work environments and

to generally maintain standards of excellence in the safety area.

One topic which continually appears on the CSC's meeting agenda is employee awareness. Employee awareness includes training in safe work practices and recognition that safety requires the cooperation of all employees. Ultimately the committee wants each and every employee to realize a safe working environment exists when all employees THINK SAFETY. To work safely is not only smart but profitable for all of us.



Corporate Safety Committee: Seated left to right, Otto Wied, Plant Manager North Adams Ceramics; Roy King, Manager Process Development & Engineering; Philip T. Brucato, Corporate Manager of Safety; Roger Follett, Operation Manager Filter Division; Fred T. Thompson, Vice President, Corporate Relations and committee chairperson; Francis C. Wilson, Corporate Manager Employee Benefits & Services; Safety; Frank Gamari, General Manager Wet & Foil Tantalum; Dr. Sidney Ross, Director Corporate R & D (Passive Components); Hank Urban, Director of Safety & Energy Conservation, GK Technologies; Leon Beverly, Manager Corporate Industrial Engineering. Missing when picture was taken were Howard Zimmerman, Industrial Relations Counsel and J. D. White, Vice President Passive Operations.

MARLOWE NAMED GENERAL MANAGER

Robert K. Marlowe has been named general manager of the Sprague Electric Co.'s ceramic capacitor operations, it was announced by William M. Milton, vice president, passive components. Mr. Marlowe's responsibilities include the company's ceramic capacitor plants here and in North Adams, Mass.

Mr. Marlowe has been with Sprague Electric since 1963, when he joined the company from Texas Instruments, Inc., Dallas, where he had been manager, capacitor products marketing. Prior to joining Texas Instruments, he was associated with Fairbanks, Morse & Co. of Chicago and the Hills-McCanna Co. of Chicago in various engineering and sales posts.

Since joining Sprague, Mr. Marlowe has served the company in various marketing posts in both the aluminum electrolytic and solid tantalum capacitor fields and was most recently general marketing manager for the latter product line. He made his headquarters at the company's facility in Sanford, Maine.

NEW CORPORATE TRAFFIC MANAGER

John M. Breen has been named corporate traffic manager of the Sprague Electric Company, it was announced by Robert D. Smith, vice president, corporate materials and manpower. He succeeds Philip B. Talarico, who recently retired.

Mr. Breen joined Sprague Electric as assistant corporate traffic manager in 1980. He had previously been traffic manager of Shaeffer Eaton Div. of Tectron, Pittsfield, Mass. for four years and prior to that was traffic manager of Laser Graphics, Inc. of Sudbury, Mass.

He is also a member of the Berkshire County Traffic Assoc. and the Shippers National Freight Claims Council. He also holds memberships in the National Traffic Fraternity of Delta Nu Alpha, the Eastern Industrial Traffic League, and the Society of Packaging & Handling Engineers.

Mr. Breen is a native of Pittsfield and is a graduate of the TMI School of Transportation. He resides in Dalton with his wife, Denise, and their two children, Lynne and Mike.